



NAVY SUPPLY COMMUNITY

Supply Corps O-6 Select Conference

Supply Corps Community Update

***Ready. Resourceful.
Responsive!***



RADM J. D. McCarthy
Chief of Supply Corps
November 29, 2001



Discussion Overview

- **How I view the role of our O-6s**
- **Officer community issues**
 - *What we heard*
 - *What we're doing about it*
- **FSO community transition status**
- **Enlisted community issues**
- **Feedback from waterfront visits**



The role of our O-6s

NAVY SUPPLY COMMUNITY

- **Local community leadership**
 - *Establishing standards and ensuring support*
 - *Creating the environment of “One Corps”*
 - *Ensuring the “system” is working*
- **Mentor to your Supply Officers**
- **“Mouthpiece” to the community and to me**

It's more than just your billet.....



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Our Over-arching Agenda

- **Global logistics issues** *Combat capability*
 - *Making the system work better*
 - *Improving Navy logistics support*
- **Community management** *people*
 - *Officer and enlisted, active and reserve*

new way to view your community role...



Strategic Plan Issues

Strategic goals

1. Combat Capability
2. People
3. Quality of Service
4. Jointness
5. Technology,
Business Practices
and Communication

Focus areas

1. Taking ownership
of global logistics
2. Task force
initiatives
3. Same as #1
4. Developing a game
plan
5. Same as #1

It's not just about NAVSUP!



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Taking Ownership of Global Logistics

***My direction to
our flag
officers***

- **Working as a team to identify and attack systemic issues**
 - ***Flag Conference discussions***
 - ***Speaking with one voice***
- **Organizing to support the warfighter**
- **Talking with our people**
- **Talking with line leadership**

Your role is not that different!



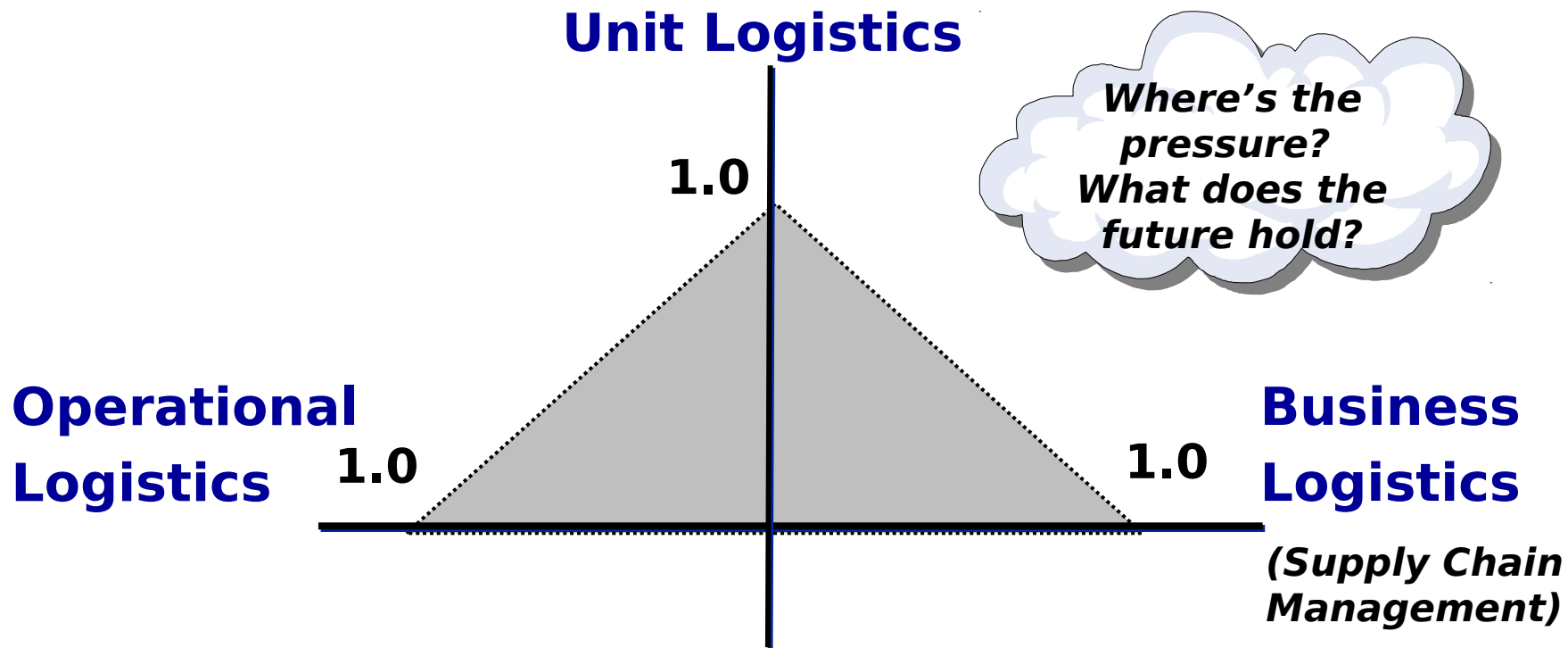
About Jointness

- **Navy not adequately represented in joint operational logistics arena**
- **Supply Corps not perceived as “qualified” to do the job**
- **Supply commands are not “in the game”**
- **Supply Corps career progression does not allow officers to qualify as joint operational logisticians**
- **We are not leveraging our reserve capabilities in the joint arena**

So what's new!



A Framework for Discussion



In an ideal world, we would have the proper balance between all three



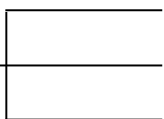
Development and Education

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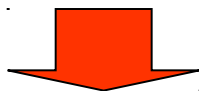
PG School



Unit logistics
focus



Supply chain management
Contracting
Operational logistics



Navy operational staff (CTF-63/73)

Unified command staff

Afloat Group Commander N4

Joint Staff J4

TRANSCOM/MSC/MTMC

Future standing joint force J4

JPME

One notional career path alternat



Development and Education

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598 of 1143 billets are P-coded (52%) -- 62% of our officers are P-coded

P-Code billet summary

Function Area	Logistics Billets	J D1	Contracting Billets	J D1	Supply Chain Mgmt Billets	J D1	Total	J D1
ILS (0032)					54	2	54	2
OA (0042)	?	0			?	0	12	0
OL (0043)	33	4					33	4
SM (1300)					17	0	17	0
Acq/Dist (1301)	?	?			?	?	68	2
Inv (1302)					39	4	39	4
Trans (1304)	?	?			?	?	82	3
Fuel (1307)	?	?			?	?	23	6
Weps (0060)	?	0			?	0	4	0
Cont (1306)			133	10			133	10
BFM (0031)					95	6	95	6
IT (0089)					38	1	38	1
Total	33	4	133	10	243	13	598	38

Is this the right balance?



What's New?

- **The environment is changing**
- **Our line leadership recognizes:**
 - *They are not likely to fill the requirements with URL officers*
 - *The need for greater Navy logistics representation*
- **There is a willingness to allow us a greater role, if we are viewed as willing to engage appropriately**

There is an opportunity here!



What's the Approach?

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- **Establish O-6 position to “chart the course”**
- **Establish Task Force to review career development options**
- **Establish the infrastructure that gets us “in the game”**
- **Other possibilities:**
 - ***Joint Staff/OSD Intern program***
 - ***Surface squadron N4***
 -

Need to proceed in a deliberate fashion..



Officer Community Issues

What we were told

- **Regarding detailing**
 - *Afloat Commanders rotating too fast*
 - *Follow-on Mechanicsburg tours viewed as unfair*
 - *Actions and words don't match our career development*

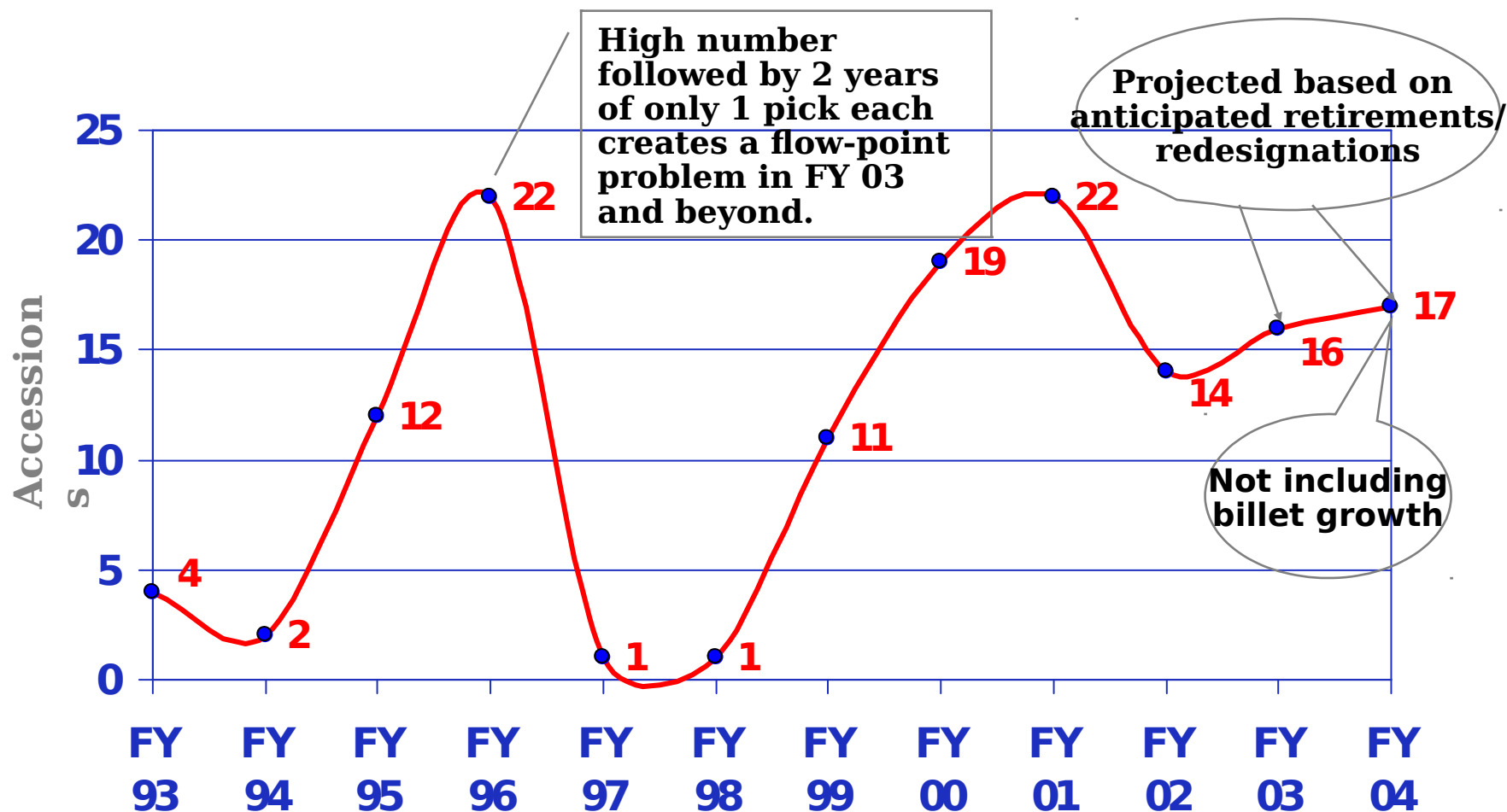
- **Regarding our people**
 - *LDO/WO development unresolved **
 - *Reserve manning needs to be reviewed **
 - *We have too many prior enlisted*



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LDO Accessions

"A Roller Coaster Ride"





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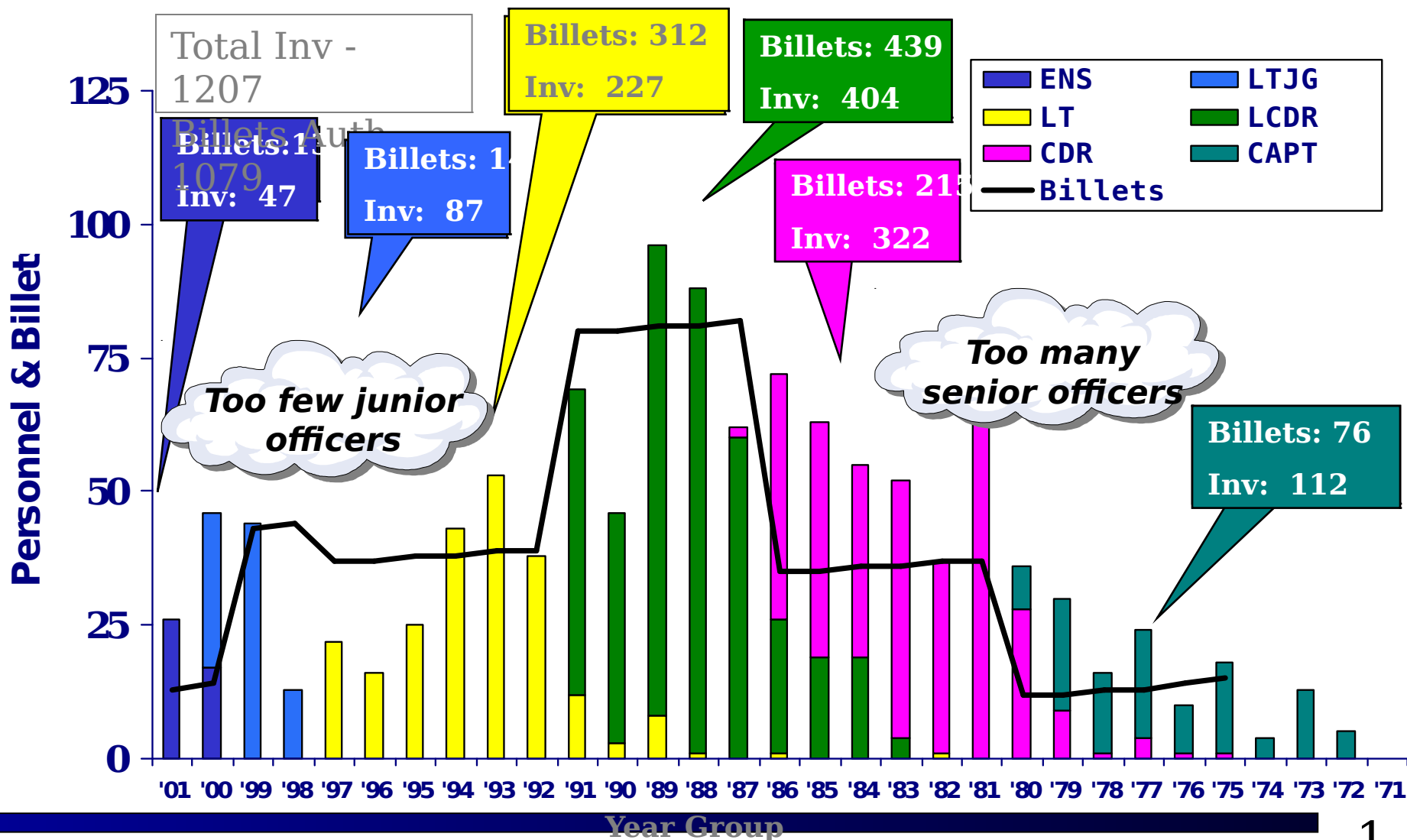


Selected Reserve (in pay)

Health By Yeargroup

As of: 15 Oct 2001

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Officer Community Issues

What we were told

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 - *Reserve manning needs to be reviewed **
 - *We have too many prior enlisted*
 - *44% RY00, 40% RY01*



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Officer Community Issues

What we were told

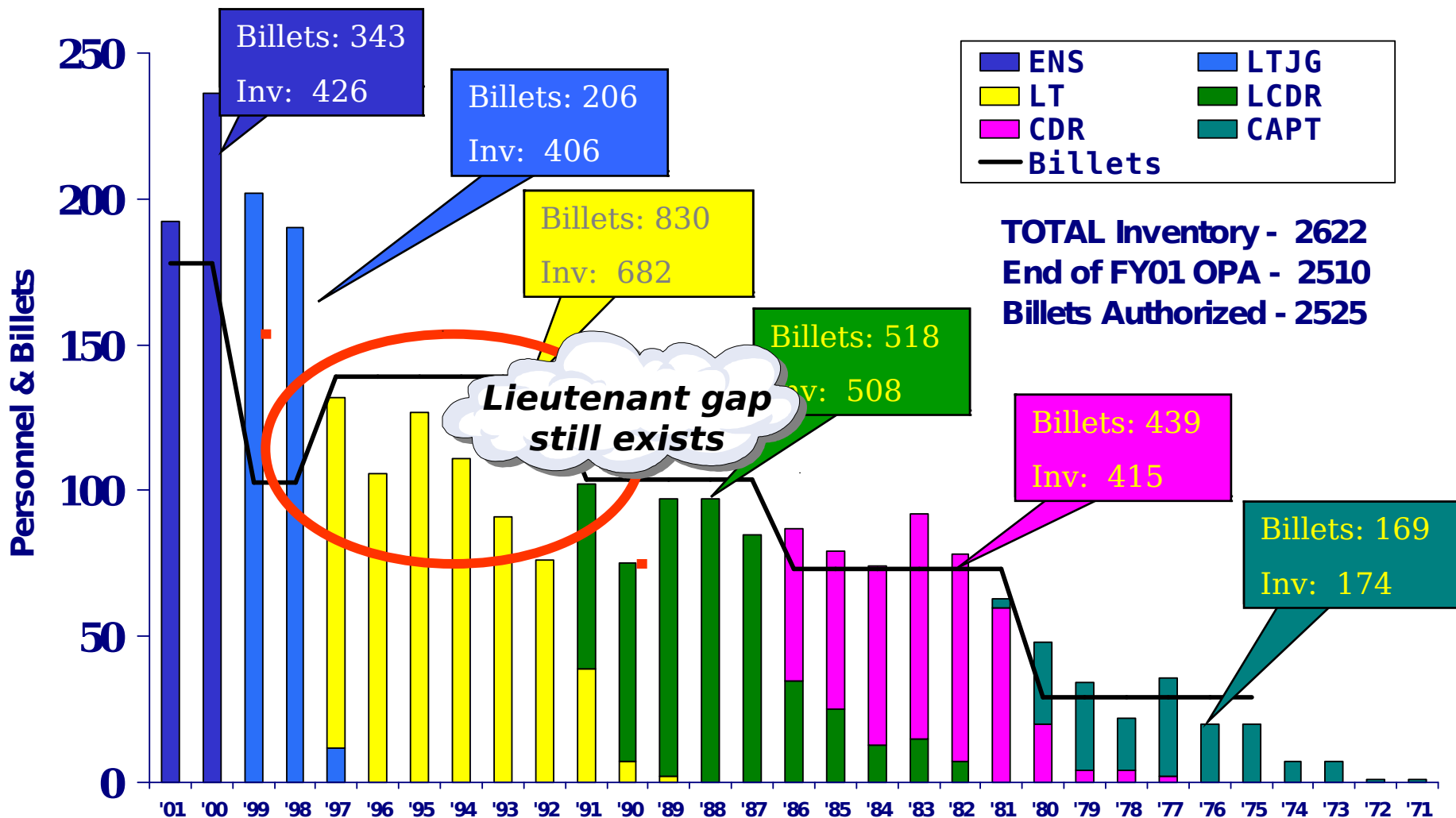
- **Regarding our people**
 - *LT retention is not meeting requirements **
 - *Need to be more inclusive of our reserves **
 - *Officers need to care more about enlisted*
 - *Need mentoring program for JOs (Task Force)*
 - *Need to engage O-6's in community leadership*
 - *Need to improve communications (both internally and externally)*



Supply Corps Community

Health By Yeargroup

As of: 30 Sept 2001





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Officer Community Issues

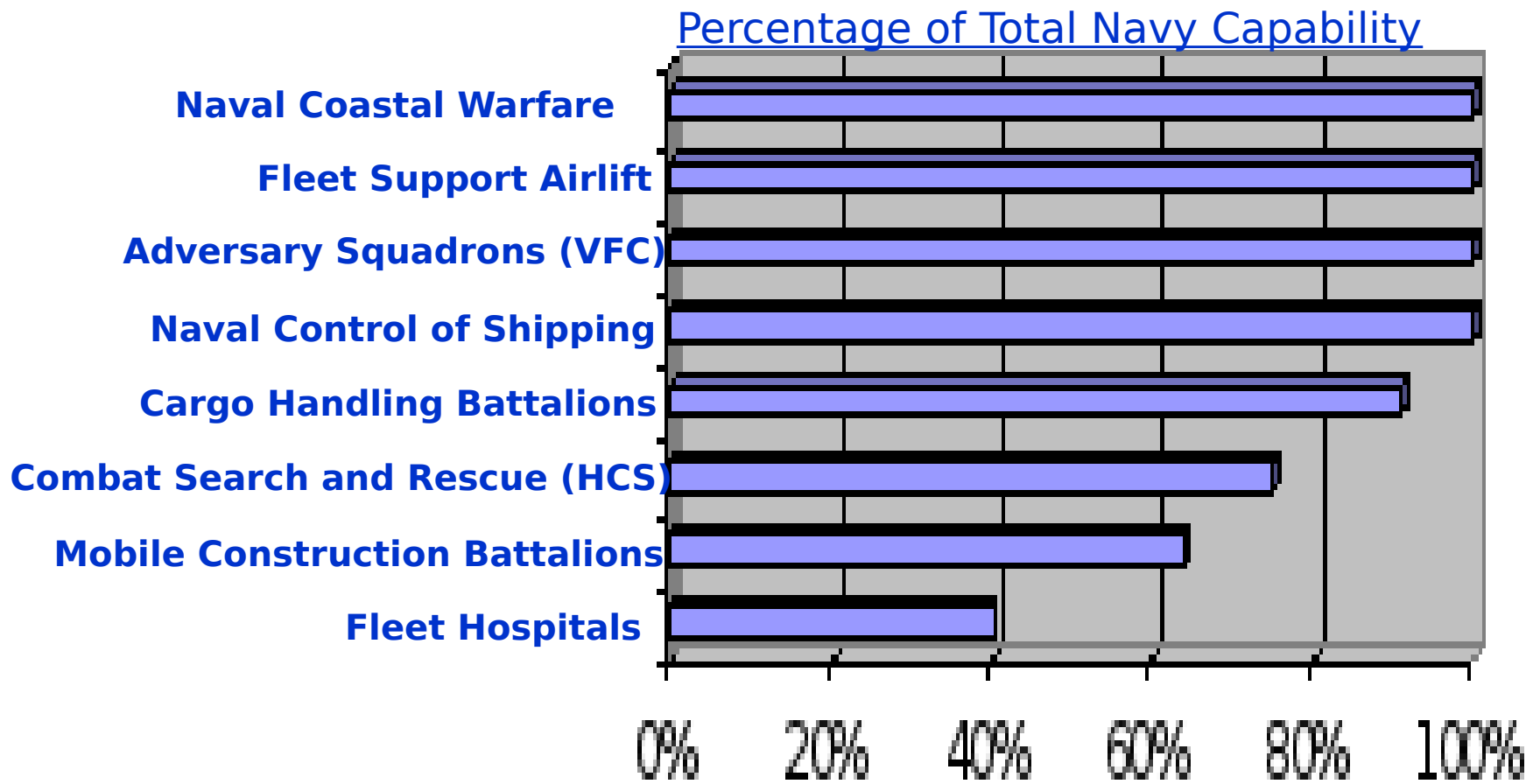
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Reserve Contribution to Readiness





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Officer Community Issues

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Officer Community Issues

What we are doing

- **Regarding detailing**
 - *Afloat Commanders will serve full tour unless personally approved by me*
 - *Follow-on Mechanicsburg tours to primary commands will be limited*

- **Regarding our people**
 - *Revisiting LDO/WO development with OP*
 - *Intend to conduct reserve manning review*
 - *Prior enlisted threshold set at <10% with > 5 years*



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Officer Community Issues

What we are doing

- **Regarding our people**
 - *LT retention takes more than PG school quotas*
 - Mentorship and communication key
 - Addressing career path “confusion”
 - Recruiting being reemphasized
 - *Engaging reserves in broader role*
 - *Encouraging increased enlisted engagement*
 - Setting the example with specific initiatives
 - Encouraging participation in enlisted roadshows
 - *Developing mentoring program for JOs*



About Recruiting

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- **OCS is our primary accession source**
- **No SC officers within Navy Recruiting Command**
- **Reliance on CNRC Officer Programs Officer (OPO) & Officer Recruiters (OR)**
- **OP3 is our link to recruiting.....partnering with CNRC**
 - *Educate/Assist/Dialogue with OPOs/ORs*
 - *Re-energize and expand Recruiting Assistance Program Officer (RAPO) Program*
 - *Optimize BDCP (Bachelor's Program) selectees and OHARP participants*

Need your support and engagement!

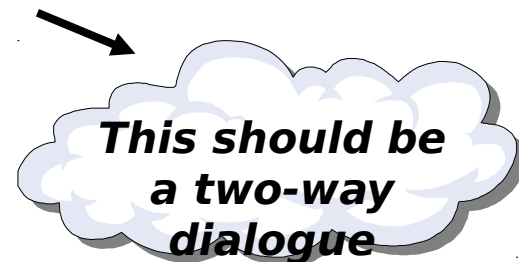


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Officer Community Issues

What we are doing

- **Regarding our people**
 - *Enhancing O-6's community engagement*
 - Periodic direct communication
 - O-6 select conference discussions
 - **Annual senior officer conference**
 - Working communications enhancements
 - Senior officer notes from the Chief
 - Newsletter editorial Board
 - Community web-site
 - BQC discussions





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FSO Community Transition

- **58 Billets**
 - ***14 Joint Billets (JD1)***
 - ***24 Financial Management Billets (0031)***
 - ***9 Ops Analysis/Logistics Billets (0042/0043)***
- **18 Officers Transferring to Supply**
 - ***5 CDRs & 13 LCDRs***
- **Three year phasing plan proposed to N13**
- **FSO transition workshop held 14 NOV01**
- **Challenge to recruit more FSOs**



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Enlisted Community Issues

- **SK - AK/SK merger management**
- **AK - AK/SK merger management**
- **DK - future of the rating**
- **MS - Zone A retention/FSA resolution**
- **SH - sea shore rotation opportunity**
- **PC - filling junior billets**
- **LI - transfer to admin management**



Enlisted Ratings Summary

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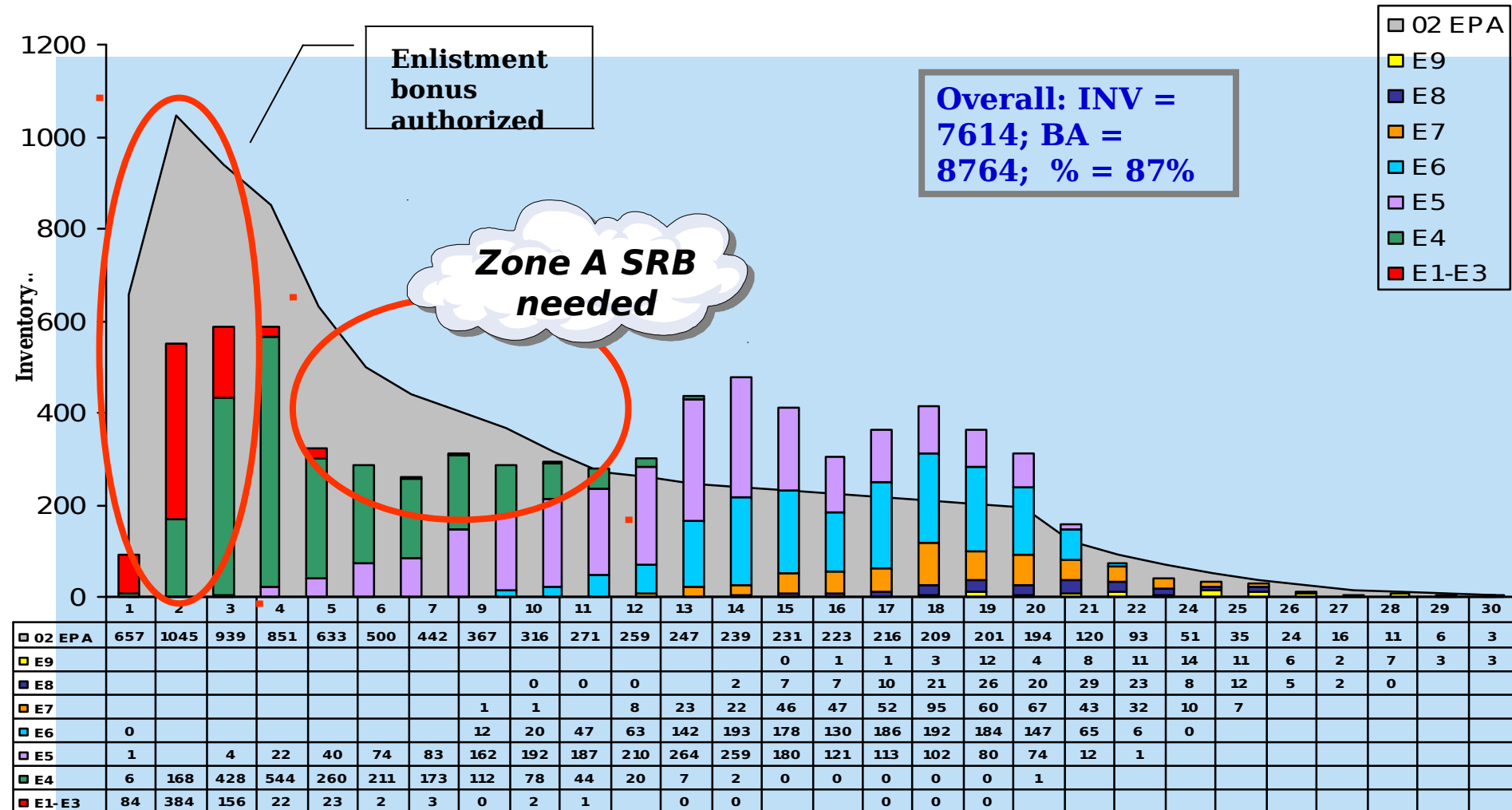
Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Reenlistments	Advancements	Recruiting	Billet Quality	As of:
AK								Oct 01
SK								Oct 01
SK (SS)								Oct 01
DK								Oct 01
MS								Oct 01
MS (SS)								Oct 01
PC								Oct 01
SH								Oct 01
LI								Oct 01



MS Inventory Distribution

(By Length of Service)

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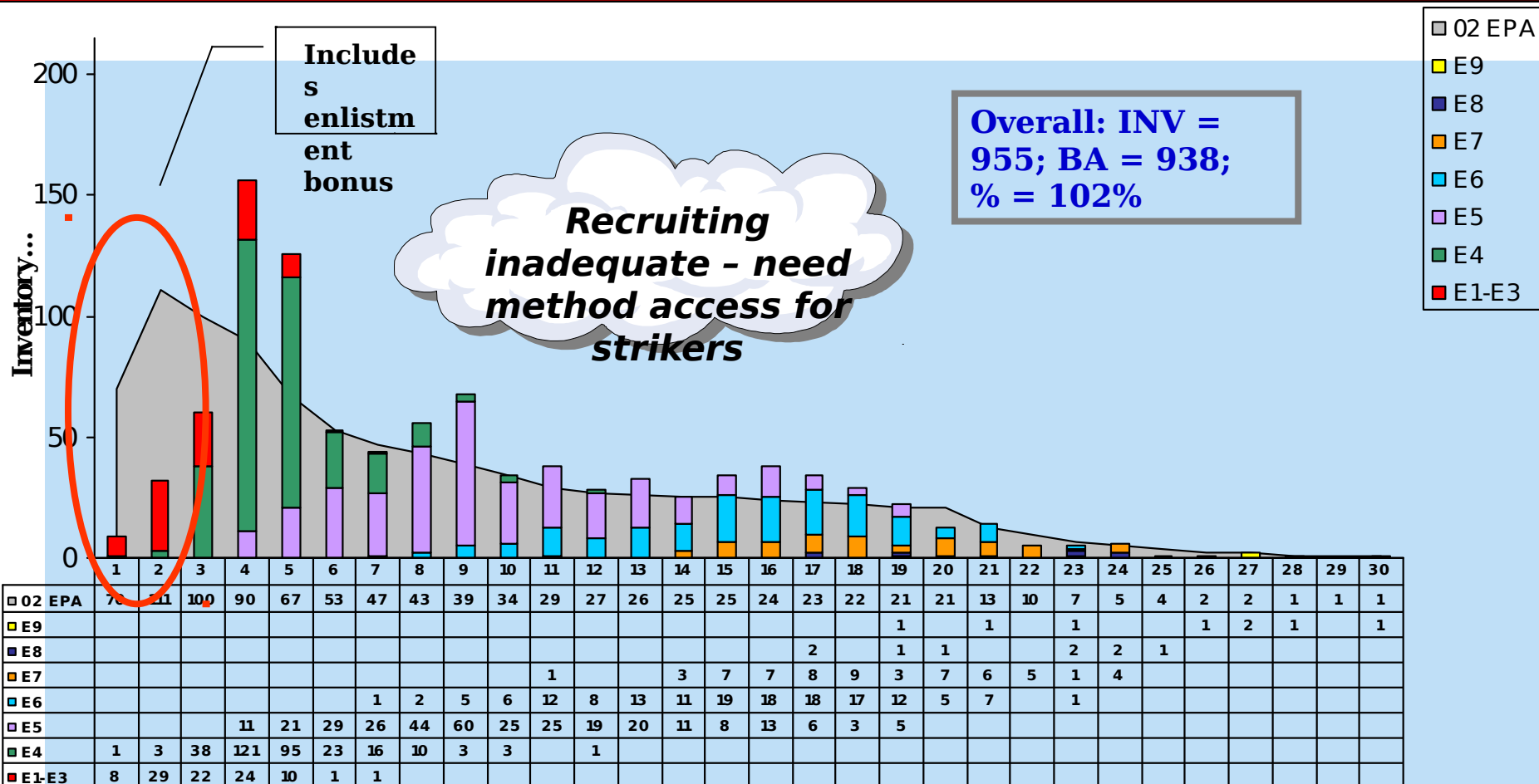




PC Inventory Distribution

(By Length of Service)

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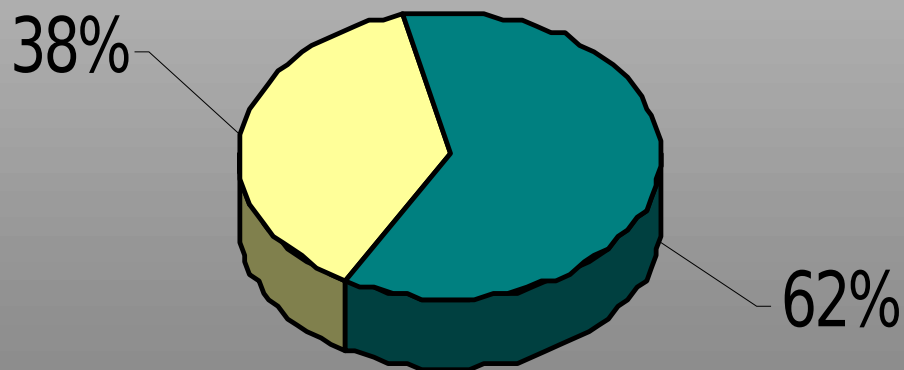
SH Billet Breakdown

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Is this a formula for retention?

SH Shore Billets

In Rate vs Out of Rate



■ In Rate
■ Out of Rate



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Enlisted Community Actions

- **SK/AK - published additional guidance on merger/tracking progress**
- **DK - Task Force designation**
- **MS - Working SRB with CHNAVPERS**
- **SH - Task Force designation**
- **PC - “C” school opportunity developed**

Need to keep our people informed!



Task Force Summary

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- **Supply Corps JO mentoring**
 - **Supply Corps officer development**
 - **SH billet restructuring**
 - **Future vision of the DK rating**
 - **MS training and development**
- **RADM Finley**
 - **RADM Maas**
 - **RADM Soderberg**
 - **CAPT Toledo**
 - **Task Force EXCEL**

It's a place to start!



The role of our O-6s

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